Employee Health

Code GBGA *Issued* 7/226/10

Please refer to Policy EBBA Prevention of Disease/Infection Transmission.

~~Purpose: To establish the basic structure for managing health concerns regarding employees of Charleston County School District.~~

~~Health screening~~

~~Charleston County School District shall not initially hire any person to work in the school system until that person has been appropriately evaluated for tuberculosis according to guidelines approved by the South Carolina Department of Health and Environmental Control (DHEC). The district shall not require re-evaluation for employment in consecutive years unless otherwise indicated by such guidelines.~~

~~Communicable diseases~~

~~The board defines a chronic communicable disease as a persistent or recurring infection that may be transmitted to a susceptible person by contact with an infected individual. The National Centers for Disease Control shall be the definitive authority on the identification and transmission of chronic communicable diseases.~~

~~It is not the policy of Charleston County School District to automatically suspend employees with a chronic communicable disease. It is the policy of the district, however, to protect the health of members of the community by implementing a program of education, prevention and reporting with respect to chronic communicable diseases in cooperation with state and local public health agencies.~~

~~Staff health~~

~~The superintendent may reassign an employee with a chronic communicable disease to a position that limits student/employee contact. Alternatively, the superintendent may place the employee on medical leave if medical judgment substantiates that said employee poses a significant health threat to students and/or other employees. The board reserves the right to remove or exclude any employee whose physical condition would interfere with his/her ability to work or would expose students or other employees to infection.~~

~~Employees with acquired immunodeficiency syndrome (AIDS) or human immunodeficiency virus (HIV) should be under no work restrictions in Charleston County School District, unless medical impairments exist which are so severe as to be a hazard for the employee, students or other employees. Such employees present no appreciable infection risk to others under normal school working conditions. The superintendent shall make decisions regarding appropriate placement of employees known to school officials to have AIDS or HIV infection (upon adequate documentation from the employee's physician) on a case-by-case basis.~~

~~When an employee has been removed or excluded as provided above, the superintendent may require a satisfactory certificate from one or more licensed physicians that the employee's presence is no longer a risk to the employee or to others in the district.~~

~~The superintendent shall notify other employees and students of the existence of a communicable disease in accordance with regulations and guidelines published by the South Carolina Department of Health and Environmental Control.~~

~~The district shall not screen employees for AIDS or HIV infection as a condition for school employment. The identity of any employee with AIDS or HIV infection and any medical record for such an employee shall be confidential.~~

~~The superintendent shall be responsible for assuring that procedural safeguards are used when determining the employment status of employees with chronic communicable diseases.~~

~~**Bloodborne pathogens**~~

~~To prevent disease transmission and promote a healthy educational/social environment in Charleston County School District, the board has adopted and the district has implemented a model exposure control plan for all employees. This plan includes appropriate training for all employees as well as universal precautions that all employees must take when dealing with blood and other bodily fluids. A copy of the plan is on file in the office of the superintendent.~~

(Cf. EBBA)
Adopted 5/10/73; Revised 12/8/75, 5/12/80, 7/1/83, 1/13/86, 2/10/86, 2/13/06, 7/18/22

Legal references:

A. South Carolina Code, 1976, as amended:
1. Section 44-29-150 and 160 - Tuberculin test required of new employees.
2. Section 44-29-200 - Attendance of teachers or pupils with contagious or infectious disease may be prohibited.

B. Federal regulations:
1. U. S. Occupational Safety and Health Administration, CFR 1910.134 - Respiratory protection.
2. U. S. Occupational Safety and Health Administration, CFR 1910.1030 - Bloodborne pathogens.

C. South Carolina Department of Health and Environmental Control Regulations:
1. R-61-20 - Communicable diseases.
2. R-61-22 - The evaluation of staff of schools and childcare centers for tuberculosis.